

FROM: Executive Assistant to the DDCI

If we take another look at possible cultural
biases of the PATB, DDCI suggests you consider tapping
(see attached). Thanx,

25X1



25X1

Date 18 September 1985

Distribution:

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ROUTING AND RECORD SHEET

SUBJECT: (Optional)

PFIAB Report on Intelligence Recruitment and Training

FROM:

Rm. 6E60
Hq. Bldg.

C/P&B/PRS/DDS&T

EXTENSION

NO.

DDS&T-756-85

25X1
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TO: (Officer designation, room number, and building)

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DDCI

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Note:

John - I don't know whether [] is
 our man, but - if we are going to look again
 at PATB - let's do it right, and include all
 the critics.

[]

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B-304

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DDS&T-756-85
26 August 1985

MEMORANDUM FOR: Deputy Director of Central Intelligence

VIA: Executive Director
Deputy Director for Science and Technology *REC 8/27*FROM:

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Chief, Programs and Budget Division, Planning
and Resources Staff, DS&TSUBJECT: PFIAB Report on Intelligence Recruitment and
Training

1. I read with great interest the PFIAB Project Report on Intelligence Recruitment and Training prepared by Paul Seabury.

2. I was particularly impressed by the section of the report that addressed the Agency's extensive reliance on the Professional Aptitude Testing Battery (PATB) in the selection of potential candidates. Although the report focuses primarily on the recruitment of CT candidates, many employees have been concerned with the part played by the PATB in the high failure rate of minority professional applicants--mostly black--who seek Agency employment. It has long been my contention that the "model" against which results of the PATB are measured is so old that it might possess cultural bias as it relates to black applicants.

3. If you agree with the report's recommendation and create an independent panel of experts, properly cleared, to evaluate the PATB; I suggest you consider placing

on the panel. is eminently qualified to participate in a PATB review, to determine how it might be improved, address the usefulness and limitations of the PATB for recruitment purposes, and also determine, in fact, if the PATB does offer a bias to minority applicants.

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Attachment:

CURRICULUM VITAE -

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